

*Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.*

GRADE 03U

066 BRIDGE CREW LEADER

01/06/07 (1)  
22.65GRADE 04U

069 BRIDGE MAINTENANCE WORKER

069E BRIDGE MAINTENANCE WORKER - TEMP

01/06/07 (1) TEMP  
20.75 26.27 (Effective 04-28-2007)GRADE 06U

152 WATER SYSTEM WORKER I

152E WATER SYSTEM WORKER I - TEMP

01/06/07 (1) TEMP  
20.53 26.27 (Effective 04-28-2007)GRADE 10U01/06/07 (1)  
21.27GRADE 15U

360A STREET SERVICES WORKER

360E STREET SERVICES WORKER - TEMP

01/06/07 (1) TEMP  
20.15 26.27 (Effective 04-28-2007)GRADE 18U

415 SEWER CREW LEADER

01/06/07 (1)  
22.56GRADE 19U

388A SEWER SERVICES WORKER

388E SEWER SERVICES WORKER - TEMP

01/06/07 (1) TEMP  
20.53 26.27 (Effective 04-28-2007)

GRADE 20U

(1)  
01/06/07 20.15

GRADE 23U

507 \*UNSKILLED LABORER

(1)  
01/06/07 20.15

GRADE 25U

277 WATER UTILITY WORKER I

277E WATER UTILITY WORKER I - TEMP

(1) TEMP  
01/06/07 20.15 26.27 (Effective 04-28-2007)

GRADE 26U

002A WATER SERVICE WKR-CONTROL DESK

(1)  
01/06/07 21.86

GRADE 27U

297A WATER UTILITY WORKER II

(1)  
01/06/07 20.80

GRADE 28U

331A WATER SYSTEM WORKER II

(1)  
01/06/07 21.81

GRADE 29U

201B UTILITY AIDE

	1st	2nd	3rd	4th
	1040	1040	1040	1040
	Hrs.	Hrs.	Hrs.	Hrs.
01/06/07	10.80	11.92	13.59	15.27

GRADE 30U

322B TRADES LABORER

322E TRADES LABORER – TEMP

	(1)	TEMP w/PERA	TEMP w/o PERA
01/06/07	25.32	26.96	29.51

**BENEFITS:****VACATION**

1st year thru 4th year	- 10 days	(.0385) - A
5th year thru 9th year	- 16 days	(.0616) - M
10th year thru 15th year	- 19 days	(.0731) - O
16th year thru 23rd year	- 23 days	(.0885) - K
24th year and thereafter	- 26 days	(.1000) - H

Employees who work less than full-time shall be granted vacation on a pro rata basis.

Effective January 1, 2006 (contract implementation date), vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

**FLOATING HOLIDAYS**

Two

**SICK LEAVE ACCRUAL**

Effective January 1, 2007: Sick leave accrual shall accumulate at the rate of 0.0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

**SICK LEAVE CONVERSION**

The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days on any one year so that with the maximum vacation time which may be taken in any one year (including carry over allowed from previous vacation year) shall be forty-six (46) days including the regular vacation period.

If an employee has an accumulation of sick leave credits in excess of 180 days, he/she may convert at the rate of 2 sick days for 1 vacation day up to a maximum of 5 vacation days.

**2007 HEALTH INSURANCE**

**Single:** The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

**Family:** The Employer will contribute \$901.86 toward the cost of all plans, for those employees choosing a family plan.

**OVERTIME**

Paid as compensatory time or money at one and one-half (1.5) times for such overtime work.

**CALL-IN PAY**

When an employee is called to work he/she shall receive two hours pay if not put to work. If he/she is called to work and commences work, he/she shall be guaranteed four straight time hours pay. A person scheduled to work on a weekend solely to operate the show mobile shall be eligible for this call-in pay.

**SEVERANCE PAY**

\$6,500 Maximum      Age 58+ or eligible for pension under rule 85 or 90 in PERA  
10 years of consecutive service at time of separation.\*  
60 days of accumulated sick leave at time of separation.

Appointed on/after 5/1/89:

\$10,000 Maximum      80 days of accumulated sick leave at the time of separation.

Years of service	Maximum Amount
20	\$ 5,000
21	\$ 6,000
22	\$ 7,000
23	\$ 8,000
24	\$ 9,000
25	\$ 10,000

\* Time with ISD. #625 shall not be used to qualify for the benefits in this article for employees hired after January 1, 1997.

For any employee who is eligible for and receives severance, the Employer shall pay 105% of the full severance amount into a Post Employment Health Plan (PEHP) established by the Employer.

**REINSTATEMENT RIGHTS AFTER LAYOFF**

Two years

**DEFERRED COMPENSATION**

Effective January 1, 2007:

Completion of 5 – 9 years of service: \$200 Employer match.

Completion of 10 – 19 years of service: \$800 Employer match.

Completion of 20+ years of service: \$1000 Employer match.

(See Article 23 for eligibility requirements)

## **UNIFORMS**

The Employer shall furnish uniforms at no cost to the employees who work in the Sewer division of Public Works.

The Water Utility will provide employees who are required to wear uniforms with an initial issue. The Water Utility will reimburse these employees up to \$225.00 annually per calendar year beginning the year after the employee's initial issue. Employees must present receipts to be reimbursed.

## **SICK LEAVE USAGE FOR DEPENDENT CARE**

In the case of a serious illness or disability of an employee's child, parent or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons. Such paid leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited to 40 hours per incident.

## **SAFETY SHOES**

**Effective January 1, 2006:** The Employer will contribute \$100 per payroll year to each employee of the bargaining unit who is required by the Employer to wear protective shoes or boots. This contribution will be made for employees on the payroll as of January 1. Employees hired after January 1 will receive one-half the normal allowance for that payroll year. Employees returning from layoff status will receive the full allowance for the payroll year.

In addition to the regular safety shoe reimbursement, employees who wear Kevlar boots as part of their regular job duties will receive an additional \$25 per payroll year for the purchase of Kevlar safety boots. The Employer will determine who is eligible for this additional reimbursement.

Employees with carry over balances will be allowed to continue to carry over and use such balances until the end of the contract term - December 31, 2007.

## **SCHOOL CONFERENCE LEAVE**

An employee shall be granted up to a total of sixteen (16) hours during a school year to attend school conferences or classroom activities related to the employee's child, provided the conferences or classroom activities cannot be scheduled during non-work hours. An employee shall be allowed to use vacation or compensatory time for this leave; otherwise, this leave shall be without pay.

## **FUNERAL LEAVE**

One day of sick leave to attend the funeral of the employee's grandparent or grandchild.

## **ADDITIONAL INSURANCE**

Any employee having ten or more years of service with the Employer who becomes ill or injured so as to be unable to continue working and have exhausted all of his/her sick leave and vacation shall be eligible for the City paid health and welfare benefits for the maximum of three years.

## **PREMIUMS**

### **WORKING 8' OR LOWER:**

Employees required to work eight (8) feet or lower beneath ground shall receive three and one-half percent (3.5%) per hour above the regular base hourly rate for each hour or any part thereof worked in such an assignment.

This provision shall not apply to employees working under the titles of Water System Worker I or Water System Worker II.

### **SWING STAGE WORK:**

**Effective January 1, 2006:** A premium of 2.5% per hour shall be paid for all swing stage work, such as work performed from a boatswain's chair or a swing scaffold or hazardous work that requires the use of a safety belt. Employees assigned to the Reachall shall also be eligible for this premium.

### **OILER OPERATOR:**

Employees assigned to the duties of Oiler Operator or Load & Pack shall receive six percent (6%) per hour above the regular base hourly rate for each hour or any part thereof worked in such an assignment.

### **\*ASHPALT RAKER:**

Street Service Workers, Parks Workers or Water Utility Workers I assigned to perform duties of an \*Asphalt Raker shall receive three percent (3%) per hour above the regular base hourly rate for each hour or any part thereof worked in such assignment.

### **\*TACMAN/TAMPER:**

Street Services Workers and Water Utility Workers I, Parks Workers or Bridge Workers assigned to perform duties of a \*Tacman/Tamper shall receive six percent (6%) per hour above the regular base hourly rate for each hour or any part thereof worked in such assignment. This is in lieu of any clothing allowance and shall be paid only for hours worked performing such duties.

### **TANDEM TRUCKS:**

Street Services Workers, Water Utility Worker I's and Parks Workers assigned to drive tandem trucks, or required to drive a lowboy, truck trailer, wing plow or show mobile, or Water Utility Worker I's at Vadnais assigned to operate the farm tractors, shall receive \$.25 per hour above the base hourly rate for each hour or any part thereof worked in such an assignment. \*Driver-Operators and Street Services Workers paid as "Bid Drivers" as defined under the provision of Appendix D, A.3 are **not** eligible for this premium.